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Insights

21st Century Project Sprints Into Realization Phase

The 21st Century Project reached a significant milestone in June with the completion of the Blueprint phase of the project and the beginning of the Realization phase.

During the Realization phase, the project team not only builds the system, but solidifies its partnership with each department and begins outlining the process to gather information and perform all necessary activities to help ensure a smooth transition to MyCalPAYS. Some of these activities include:

- Designing and developing forms, reports and workflow processes
- Developing and testing security profiles
- Testing various areas of the system
- Creating training materials and documentation

By working together, the project team and department representatives will help revolutionize the way state government conducts business by replacing the aging legacy human resources and payroll systems with a modern system that will meet the needs of state government.

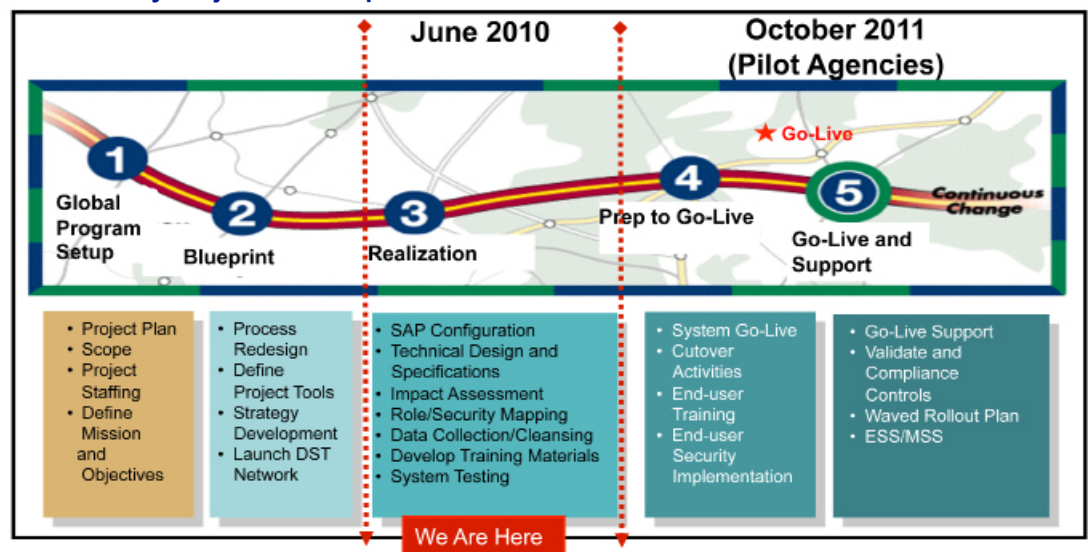
By combining the State's legacy human

resources and payroll systems into a single statewide system, MyCalPAYS will:

- Offer flexible architecture to support legislative and bargaining unit requirements
- Improve access to information to support business decisions
- Standardize data and reporting capabilities
- Consolidate all state agency human resources/payroll records into one integrated system
- Offer higher level reporting capabilities for strategic decision making
- Eliminate redundancies, reduce paper handling and provide more efficient processing of human resources/payroll data

The State Controller's Office and its business partners are committed to leading the effort to transform human resources and payroll information processing in California government. Pilot 1 and 2 agencies are scheduled to go live in October 2011, followed by three subsequent deployment waves between January and October 2012.

21st Century Project Roadmap



Project BluePrint Highlights System Benefits

Once operational, MyCalPAYS will transform the business processes and technology that support the human resources and payroll functions of the State.

After MyCalPAYS is built and tested, it will be deployed to 160 state agencies with approximately 243,000 employees. Agencies/departments will migrate to MyCalPAYS on a quarterly basis, beginning October 2011, with the last scheduled for October 2012. At that time, the MyCalPAYS system will support all state civil service employees.

Some of the statewide benefits of the new system will include:

- Proven vendor supported software (implemented by federal, state and local government)
- Flexible architecture to support legislative and bargaining unit requirements
- Increased data validation and integrity (security)
- Integrated system of record for employee data (elimination of multiple legacy systems)
- Streamlined human resources and payroll processes (best practice)

Some of the benefits to be realized by state human resources professionals include:

- Windows-based point and click environment
- User-friendly menu driven selection for transaction codes/field values
- Comprehensive online help tools for training and support
- Reduction of payroll processing errors through proactive processing
- Immediate access to updated employee data
- Consolidated view of employee benefits
- Flexible options to allow a wide range of reporting tools

MyCalPAYS Unveils *Insights* Newsletter

Welcome to *Insights*, a bi-monthly newsletter designed to keep stakeholders and other interested parties up to date on 21st Century Project developments.

In addition to providing high-level project information, the newsletter will also provide wave-specific details as departments in each rollout group prepare to go live on MyCalPAYS.

Along with publishing *Insights*, the Organizational Change Management Team has developed and refined many of their other communications tools. By the end of September, the team plans to update and reorganize the information on the project website and develop brochures and other communication collateral to distribute to each department.

Look for future issues of *Insights* to provide details on how the 21st Century Project will transform the business processes and technology that support the human resources and payroll functions of the State. If you have any feedback or suggestions for the newsletter, please send an e-mail to 21stcentury@sco.ca.gov.

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